

**GOVERNMENT OF THE DISTRICT OF COLUMBIA  
EXECUTIVE OFFICE OF THE MAYOR**



July 10, 2003

Dear Compensation Unit 1 and 2 Employees:

The Labor-Management Classification and Compensation Reform Task Force was created as a result of the FY 2001 – FY 2003 Compensation Units 1 and 2 collective bargaining agreement, which was negotiated under the leadership of George Johnson, Executive Director, AFSCME Council 20, and Mary Leary, Director of Labor Relations and Collective Bargaining for the District government. Since its inception, the task force has become a model labor-management partnership, whose goal is to make District government pay more market competitive and easier to understand.

Investing in our workforce remains a cornerstone of the District's strategic plan. This year, we have continued the process begun in October 2001 of reforming our compensation and classification system.

In October 2001, we took an historic step by creating the Labor-Management Classification and Compensation Reform Task Force, comprised of an equal number of labor leaders from Compensation Units 1 & 2 and management representatives. The task force successfully completed the first phase of the project – pay schedule consolidation – in April 2002.

Since then, the task force has addressed the more complicated issue of reforming the overall classification and compensation system. In November 2002, the task force developed a blueprint of recommendations for reforming classification and compensation systems and rewarding employee performance. It also conducted a salary survey in which 75 jobs in Compensation Units 1 & 2 were benchmarked against comparable positions in the federal government, the 29 largest U.S. cities and neighboring municipal governments such as Montgomery and Fairfax counties.

The results revealed that the District government's compensation system is not competitive with other local governments in the amount of time required for an employee to progress from the beginning of a grade (step 1) to the end of a grade (step 5 for blue collar, step 10 for white collar employees). To address this issue, the task force has proposed and Council has approved shortened waiting periods to progress from step to step.

Going forward, instead of requiring 18 years for a white collar employee to move through all steps in a grade, it will now take only 14 years. For blue collar workers, an additional step has been added in order to increase the earning potential of each grade. The accompanying newsletter explains these changes in greater detail.

July 10, 2003

This task force represents a true partnership of labor and management. I would like to thank the following task force members for their hard work and commitment toward achieving substantive, systemic changes in the District's compensation system:

Barbara Bailey, DHS  
Donna Cauthorne, DCOP  
Ellen Flaherty, DCPL  
Jo Ellen Gray, DCOP  
Bertha Guerra, DPW

Al Bilik, AFSCME  
Eric Bunn, AFGE Council 211  
Pamela Chase, FOP/DOC  
Rosamary Davenport, NAGE/IBPO of SEIU  
Vincent Fong, CWA

Michael Jacobs, OLRCB  
Marissa Kuhn, OCFO

Otis Holley, FOP/DHS  
James Ivey, AFSCME Council 20

In addition, the task force has received technical assistance from several employees in the Office of the Chief Financial Officer, the D.C. Office of Personnel, and the Office of Labor Relations and Collective Bargaining, as well as union personnel.

I would also like to thank the employees of Compensation Units 1 & 2 and their labor leadership for their patience during the completion of this phase of the project.

Sincerely,

Anthony A. Williams  
Mayor

cc: Judy Banks  
John Koskinen  
Josh Williams